

Lampiran: 1

KUESIONER PENELITIAN

KUESIONER TENTANG GAYA KEPEMIMPINAN, MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DIVISI OPERASIONAL PADA PT. KAMADJAJA LOGISTICS SURABAYA

Responden yang terhormat,

Bersama ini saya memohon kesediaannya untuk mengisi daftar koesioner yang diberikan. Informasi yang diberikan sebagai data penelitian dalam rangka penyusunan skripsi pada program Sarjana Ekonomi Universitas 17 Agustus 1945 Surabaya dengan Judul Analisis Pengaruh Gaya Kepemimpinan, Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Divisi Operasional Pada PT. Kamadjaja Logistics Surabaya.

Informasi ini merupakan bantuan yang sangat berarti dalam penyelesaian data penelitian, Atas bantuan Bapak/Ibu saya ucapkan terima kasih.

A. Petunjuk Pengisian

B.

1. Jawablah setiap pertanyaan ini sesuai dengan pendapat Bapak / Ibu
2. Pilihlah jawaban dari table daftar pertanyaan dengan member **tanda checklist** (✓) pada salah satu jawaban yang paling sesuai menurut Bapak / Ibu

Adapun makna tanda jawaban tersebut sebagai berikut :

- | | |
|--------|-------------------------------------|
| a) STS | : Sangat Tidak Setuju dengan skor 1 |
| b) TS | : Tidak Setuju dengan skor 2 |
| c) RR | : Ragu-Ragu dengan skor 3 |
| d) S | : Setuju dengan skor 4 |
| e) SS | : Sangat Setuju dengan skor 5 |

B. Identitas Responden

Nama (Optional) :

JenisKelamin : Laki – Laki Perempuan

Umur : 20 – 25 Th 30 – 35 Th > 40
Th

26 – 30 Th 36 – 40 Th

MasaKerja : 1 – 5 Th 11 – 15 Th > 20
Th

6 – 10 Th 16 – 20 Th

Pendidikan : SMA / SMK S1 S3

D3 S2

1. Gaya Kepemimpinan (Variabel X₁)

No	Pertanyaan	STS	TS	RR	S	SS
1	Pimpinan dengan kekuasaannya memberikan tugas kepada karyawan					
2	Pimpinan memberikan tugas kepada karyawan sesuai dengan prosedur yang sudah ditetapkan					
3	Pimpinan berkomunikasi dengan baik terhadap Karyawan					
4	Pimpinan memberikan semangat kepada Karyawan					
5	Pimpinan mengikutsertakan Karyawan dalam memberikan pendapat dan pengambilan keputusan					
6	Karyawan merasa pendapatnya dihargai oleh pimpinan pada saat Karyawan memberikan masukan tentang pekerjaan					

2. Motivasi Kerja (Variabel X₂)

No	Pertanyaan	STS	TS	RR	S	SS
1	Saya merasa nyaman dalam menyelesaikan tugas dengan lingkungan kerja yang bersih dan tenang					
2	Kompensasi dan insentif yang saya terima cukup memadai kebutuhan hidup saya					
3	Saya merasa termotivasi dengan diberikannya jaminan kerja					
4	Saya merasa termotivasi dalam bekerja untuk memenuhi kebutuhan hidup					
5	Saya bekerja dengan jujur dan benar agar memiliki prestasi yang baik dalam kantor					
6	Saya bekerja untuk mendapatkan jabatan yang sesuai dengan yang saya inginkan					

3. Disiplin Kerja (Variabel X₃)

No	Pertanyaan	STS	TS	RR	S	SS
1	Saya datang tepat waktu dalam bekerja					
2	Karyawan selalu menaati aturan yang ada dalam kantor					
3	Karyawan merasa mampu menyelesaikan tugas dan tanggung jawab yang diberikan dengan tepat waktu dan sesuai dengan deadline yang di tentukan					
4	Karyawan memiliki kewaspadaan tinggi dan ketelitian dalam bekerja serta selalu menggunakan sesuatu secara efektif dan efisien					
5	Bertindak sopan dengan karyawan lain sehingga bekerja etis					

4. Kinerja Karyawan (Variabel Y)

No	Pertanyaan	STS	TS	RR	S	SS
1	Selalu mengerjakan tugas sesuai dengan kualitas yang diinginkan oleh perusahaan					
2	Kuantitas kerja saya melebihi rata-rata karyawan lain					
3	Saya mampu menyelesaikan tugas sesuai target yang di tetapkan dengan pengetahuan dan menggunakan metode, teknik dan waktu yang tepat					
4	Saya mempunyai komitmen dan tanggung jawab dalam bekerja					

Lampiran: 2

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTALX1
X1.1	Pearson Correlation	1	.000	-.152	.053	.066	.102	.324*
	Sig. (2-tailed)		1.000	.350	.744	.687	.531	.041
	N	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.000	1	.205	.007	.912**	.514**	.655**
	Sig. (2-tailed)	1.00		.204	.963	.000	.001	.000
	N	40	40	40	40	40	40	40
X1.3	Pearson Correlation	-.152	.205	1	.267	.270	.537**	.606**
	Sig. (2-tailed)	.350	.204		.096	.093	.000	.000
	N	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.053	.007	.267	1	-.039	.523**	.538**
	Sig. (2-tailed)	.744	.963	.096		.813	.001	.000
	N	40	40	40	40	40	40	40
X1.5	Pearson Correlation	.066	.912**	.270	-.039	1	.430**	.657**
	Sig. (2-tailed)	.687	.000	.093	.813		.006	.000
	N	40	40	40	40	40	40	40
X1.6	Pearson Correlation	.102	.514**	.537**	.523**	.430**	1	.863**
	Sig. (2-tailed)	.531	.001	.000	.001	.006		.000
	N	40	40	40	40	40	40	40
TOTALX1	Pearson Correlation	.324*	.655**	.606**	.538**	.657**	.863**	1
TOTALX1	Sig. (2-tailed)	.041	.000	.000	.000	.000	.000	
TOTALX1	N	40	40	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran: 3

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTALX2
X2.1	Pearson	1	.322*	.494**	.318*	.460**	.549**	.733**
	Correlation							
	Sig. (2-tailed)		.043	.001	.045	.003	.000	.000
X2.2	N	40	40	40	40	40	40	40
	Pearson	.322*	1	.260	.587**	.330*	.392*	.666**
	Correlation							
X2.3	Sig. (2-tailed)	.043		.105	.000	.037	.012	.000
	N	40	40	40	40	40	40	40
	Pearson	.494**	.260	1	.376*	.473**	.875**	.795**
X2.4	Correlation							
	Sig. (2-tailed)	.001	.105		.017	.002	.000	.000
	N	40	40	40	40	40	40	40
X2.5	Pearson	.318*	.587**	.376*	1	.101	.520**	.675**
	Correlation							
	Sig. (2-tailed)	.045	.000	.017		.537	.001	.000
X2.6	N	40	40	40	40	40	40	40
	Pearson	.460**	.330*	.473**	.101	1	.416**	.623**
	Correlation							
TOTALX2	Sig. (2-tailed)	.003	.037	.002	.537		.008	.000
	N	40	40	40	40	40	40	40
	Pearson	.549**	.392*	.875**	.520**	.416**	1	.859**
TOTALX2	Correlation							
	Sig. (2-tailed)	.000	.012	.000	.001	.008		.000
	N	40	40	40	40	40	40	40
TOTALX2	Pearson	.733**	.666**	.795**	.675**	.623**	.859**	1
	Correlation							
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
TOTALX2	N	40	40	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran: 4

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	TOTALX3
X3.1	Pearson Correlation	1	.461**	.581**	.359*	.539**	.773**
	Sig. (2-tailed)		.003	.000	.023	.000	.000
	N	40	40	40	40	40	40
X3.2	Pearson Correlation	.461**	1	.383*	.544**	.392*	.763**
	Sig. (2-tailed)	.003		.015	.000	.012	.000
	N	40	40	40	40	40	40
X3.3	Pearson Correlation	.581**	.383*	1	.525**	.487**	.787**
	Sig. (2-tailed)	.000	.015		.001	.001	.000
	N	40	40	40	40	40	40
X3.4	Pearson Correlation	.359*	.544**	.525**	1	.193	.720**
	Sig. (2-tailed)	.023	.000	.001		.233	.000
	N	40	40	40	40	40	40
X3.5	Pearson Correlation	.539**	.392*	.487**	.193	1	.686**
	Sig. (2-tailed)	.000	.012	.001	.233		.000
	N	40	40	40	40	40	40
TOTALX3	Pearson Correlation	.773**	.763**	.787**	.720**	.686**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran: 5

Correlations

		Y.1	Y.2	Y.3	Y.4	TOTALY
Y.1	Pearson Correlation	1	.386*	.279	.560**	.765**
	Sig. (2-tailed)		.014	.081	.000	.000
	N	40	40	40	40	40
Y.2	Pearson Correlation	.386*	1	.007	.610**	.706**
	Sig. (2-tailed)	.014		.963	.000	.000
	N	40	40	40	40	40
Y.3	Pearson Correlation	.279	.007	1	.572**	.572**
	Sig. (2-tailed)	.081	.963		.000	.000
	N	40	40	40	40	40
Y.4	Pearson Correlation	.560**	.610**	.572**	1	.921**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	40	40	40	40	40
TOTALY	Pearson Correlation	.765**	.706**	.572**	.921**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran: 6

```
RELIABILITY  
  
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6  
  
/SCALE('ALL VARIABLES') ALL  
  
/MODEL=ALPHA  
  
/STATISTICS=DESCRIPTIVE SCALE  
  
/SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	40	100.0
Cases Excluded ^a	0	.0
Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.640	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.50	.506	40
X1.2	4.15	.362	40
X1.3	4.43	.501	40
X1.4	4.33	.474	40
X1.5	4.18	.385	40
X1.6	4.40	.496	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	21.48	2.410	.016	.731
X1.2	21.83	2.046	.498	.562
X1.3	21.55	1.946	.354	.604
X1.4	21.65	2.079	.283	.630
X1.5	21.80	2.010	.489	.560
X1.6	21.58	1.533	.743	.426

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.98	2.692	1.641	6

Lampiran: 7

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.818	6

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.23	.800	40
X2.2	4.08	.730	40
X2.3	3.85	.736	40
X2.4	4.18	.747	40
X2.5	4.30	.648	40
X2.6	3.83	.675	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	20.23	6.846	.575	.792
X2.2	20.38	7.369	.503	.806
X2.3	20.60	6.759	.678	.768
X2.4	20.28	7.281	.510	.805
X2.5	20.15	7.772	.471	.811
X2.6	20.63	6.702	.783	.748

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.45	9.895	3.146	6

Lampiran: 8

```
RELIABILITY  
  
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5  
  
/SCALE('ALL VARIABLES') ALL  
  
/MODEL=ALPHA  
  
/STATISTICS=DESCRIPTIVE SCALE  
  
/SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	40	100.0
Cases Excluded ^a	0	.0
Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.798	5

Item Statistics

	Mean	Std. Deviation	N
X3.1	4.25	.630	40
X3.2	4.05	.749	40
X3.3	3.88	.648	40
X3.4	4.15	.736	40
X3.5	4.23	.660	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	16.30	4.421	.638	.743
X3.2	16.50	4.154	.588	.758
X3.3	16.68	4.328	.654	.737
X3.4	16.40	4.349	.528	.777
X3.5	16.33	4.635	.507	.781

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.55	6.510	2.552	5

Lampiran: 9

```
RELIABILITY  
  
/VARIABLES=Y.1 Y.2 Y.3 Y.4  
  
/SCALE('ALL VARIABLES') ALL  
  
/MODEL=ALPHA  
  
/STATISTICS=DESCRIPTIVE SCALE  
  
/SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Valid	40	100.0
Cases Excluded ^a	0	.0
Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.737	4

Item Statistics

	Mean	Std. Deviation	N
Y.1	4.35	.483	40
Y.2	4.33	.474	40
Y.3	4.15	.362	40
Y.4	4.35	.483	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	12.83	1.071	.536	.675
Y.2	12.85	1.156	.450	.725
Y.3	13.03	1.410	.349	.764
Y.4	12.83	.866	.824	.480

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17.18	1.840	1.357	4

Lampiran: 10

```
REGRESSION  
  
/MISSING LISTWISE  
  
/STATISTICS COEFF OUTS R ANOVA  
  
/CRITERIA=PIN(.05) POUT(.10)  
  
/NOORIGIN  
  
/DEPENDENT Y  
  
/METHOD=ENTER X1 X2 X3  
  
/SCATTERPLOT=(*ZPRED ,*ZRESID)  
  
/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)  
  
/SAVE RESID.
```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.949 ^a	.900	.892	.44623

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.607	3	21.536	108.155	.000 ^b
	Residual	7.168	36	.199		
	Total	71.775	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Coefficients^a

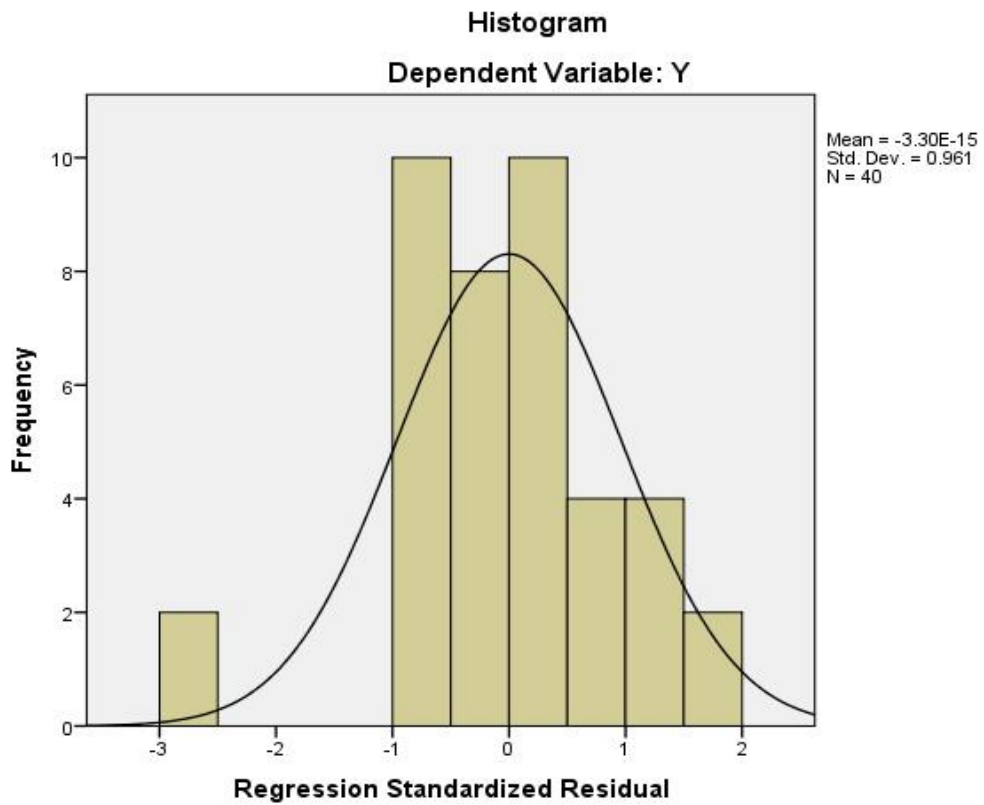
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.602	1.325		.454	.653
	X1	.353	.062	.427	5.712	.000
	X2	.039	.023	.091	1.718	.094
	X3	.313	.040	.589	7.850	.000

a. Dependent Variable: Y

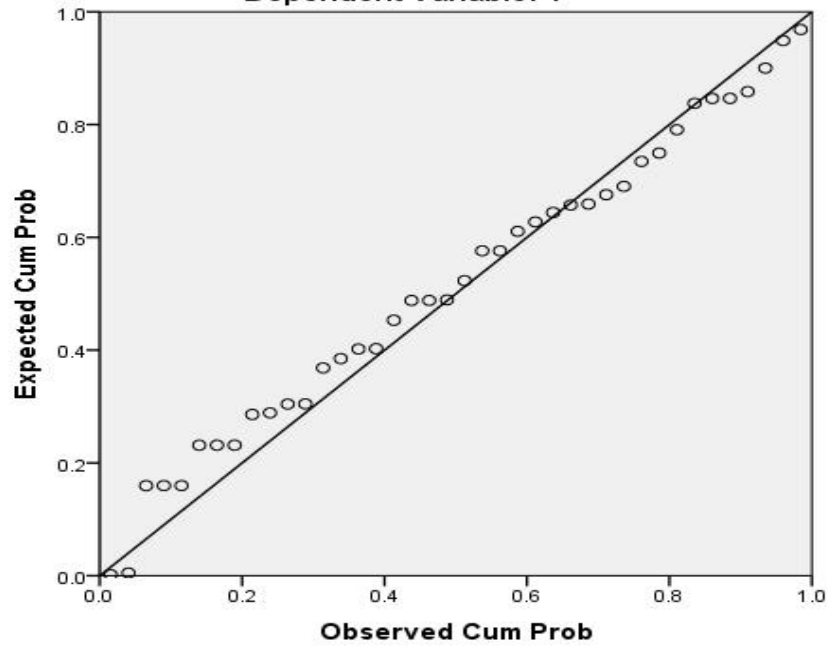
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.2706	20.0122	17.1750	1.28708	40
Residual	-1.30820	.83002	.00000	.42872	40
Std. Predicted Value	-1.480	2.204	.000	1.000	40
Std. Residual	-2.932	1.860	.000	.961	40

a. Dependent Variable: Y



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y



Scatterplot
Dependent Variable: Y

